GPRMC EO/POSH TRAINING

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OVERVIEW

- **Introduction**
- **Key Components of the Equal Opportunity (EO) Program**
- **Define the key components of the Prevention of Sexual Harassment Policy**
- **Identify the EO Program Building blocks**
- **Complaint Process**
- **Responsibilities**

Army Policy on Equal Opportunity

The U.S. Army will provide equal opportunity and fair treatment for military personnel and family members without regard to race, color, gender, religion, or national origin, and provide an environment free of unlawful discrimination and offensive behavior.

AR 600-20, Paragraph 6-2

GPRMC Policy

- Fairness, justice and equity are the building blocks of equal opportunity. It is the foundation which ensures fair treatment based on merit, fitness, and the capability to support readiness. The program works diligently to ensure everyone is treated with unparalleled dignity and respect.

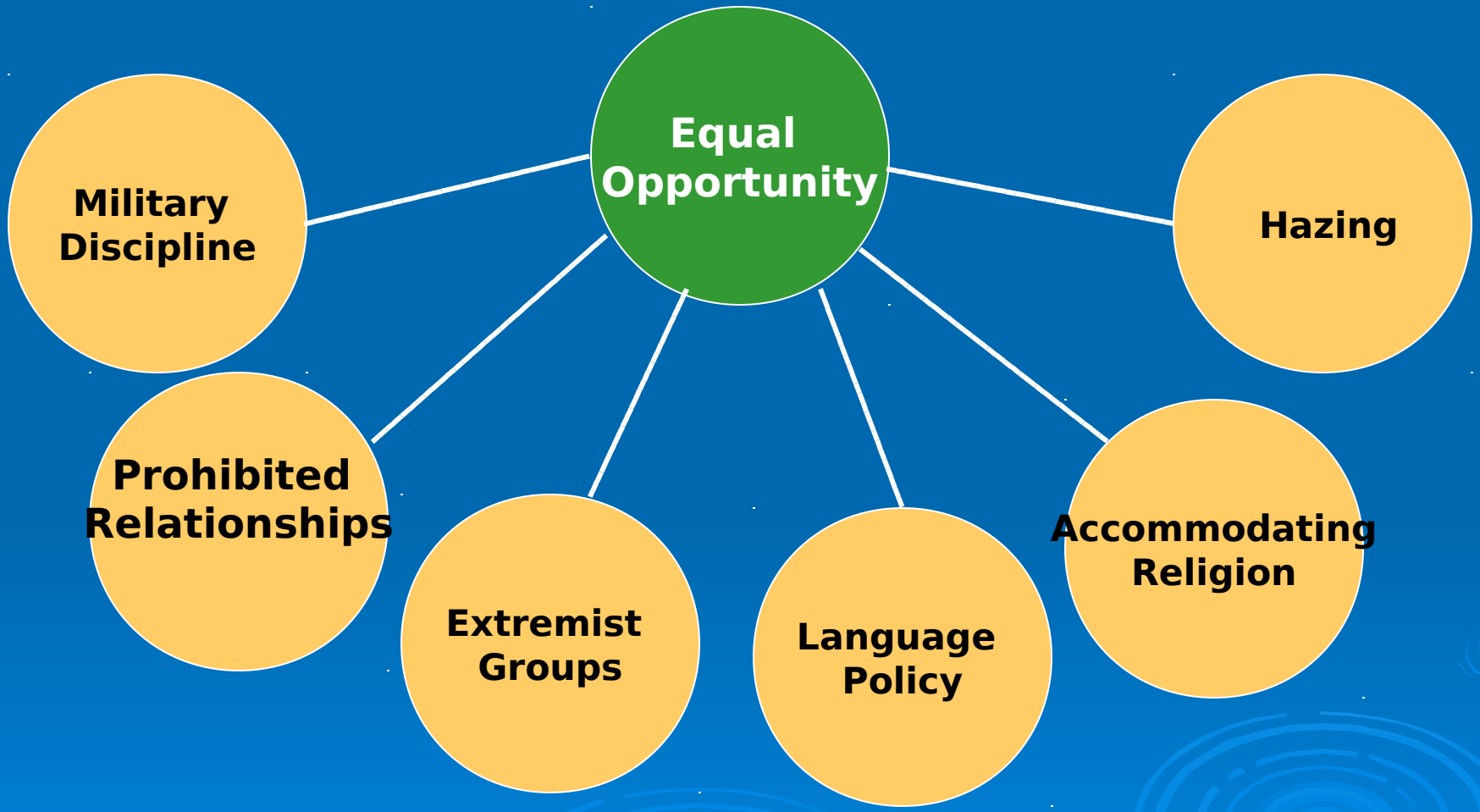
Equal Opportunity

- Enhances the ability to work effectively as a team
- Shows respect for self and others
- Supports Army Values
- Supports mission readiness by impacting unit cohesion
- Supports discipline

Definitions

- Fair treatment
  - Based on merit, fitness, capability in support of readiness
- Unlawful discrimination
  - Unequal treatment based on race, color, gender, religion, or national origin
- Offensive behavior
  - Would *a reasonable person* be offended?
  - Not defined by the *intent of the offender*

Six Related Issues

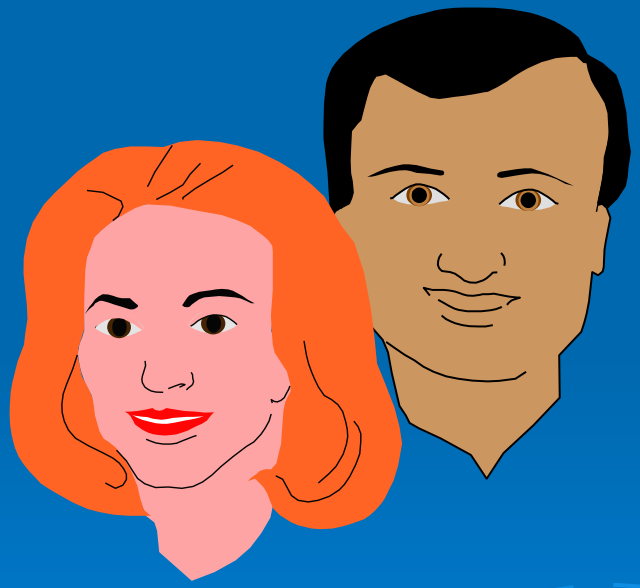


Violations of EO Policy

- Racism
- Sexism
- Prejudice
- Discrimination

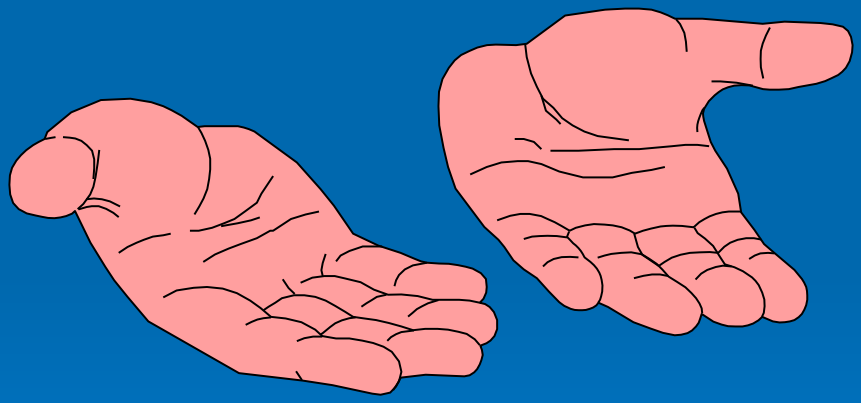
Supporting EO Policy

- What you say.....
  - Impact vs. Intent



Supporting EO Policy

- Behaviors
  - *What you do…..*



Supporting EO Policy

- Supportive EO Attitudes
  - Foundation….Building Blocks…

Army Policy on Sexual Harassment

- "...Sexual harassment is unacceptable and ***will not be tolerated***.

- Army ***leadership at all levels*** will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity.

Definition of Sexual Harassment

A form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when-

- A person's job, pay or career placed at risk
- An employee's employment or career placed in jeopardy
- It creates an intimidating, hostile, or offensive work environment

Effects of Sexual Harassment

- Breaks down the ability to work effectively as a team
- Represents lack of discipline
- Is unprofessional and inappropriate behavior
- Degrades readiness
- Contradicts the Army Values

Sexual Harassment

- ***Destroys*** teamwork and negatively affects combat readiness

Types of Sexual Harassment

- Quid Pro Quo- “this for that”
  - Conditions placed on a person’s career in return for sexual favors

- Hostile environment
  - Soldiers or civilians subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature and these behaviors interfere with work performance

Sexual Harassment Behaviors

- Verbal
  - Jokes, sexually explicit profanity, describing physical appearance, terms of endearment
- Nonverbal
  - Staring, licking lips suggestively
  - Displaying sexually explicit pictures or screen savers
  - Sexually oriented e-mail, notes, printed material, etc.
- Physical
  - Touching, patting, pinching; blocking passage

Sexual Harassment Checklist

1. Is the behavior sexual in nature?
2. Is the behavior unwelcome?
3. Have sexual favors been demanded, requested, or suggested?
4. Does the behavior create a hostile or offensive environment?
5. Would a reasonable person of your gender react the same way as you to this incident or behavior?

Five Response Strategies

1. Direct approach
2. Indirect approach
3. Third party assistance
4. Chain of Command
5. File a formal complaint

EO Program Building Blocks

- Leader Commitment
- Training
- Complaint Process

Leader Commitment

- Command Program
- Army Values
- Positive, pro-active approach
- Policy statements posted
- Visible presence in EO Training

Training

- Mandatory training
  - EO 2 quarters/ POSH 2 quarters
- Command involvement and participation in unit EO/HR training
- Cultural awareness

Fostering Positive Unit Climate

Indicators:

- Complaints are often resolved informally
- Soldiers routinely discuss concerns with immediate chain of command
- Number/type of formal complaint

Signs of Unhealthy Unit Climate

- Observable signs:
  - Soldiers lack confidence in complaint process
  - Sexual or racial jokes prevalent
  - Poor personal appearance
  - Poor military courtesy
  - Abusive words and offensive symbols prevalent

Signs of Unhealthy Unit Climate

- **Data shows:**
  - Increase in numbers of EO complaints
  - Increased AWOLs
  - Claims of unfairness in promotions
  - Frequent fights
  - Increase in requests for transfer
  - Low morale

How to Assess the Unit Climate

- **Climate Assessments**
  - Get a picture of command member perceptions of the organizations
- **Purpose:**
  - Regulatory requirement
  - Command directed
  - Driven by events
  - Staff Assistance Visit (SAV)
  - Monitoring EO actions

EO Complaint Process

- Confront the offender
- Inform appropriate officials
- Advise chain of command
- Submit only legitimate complaints

Types of EO Complaints

- Formal
  - Written
- Informal
  - Not written

Informal Complaint

- Any complaint not submitted in writing
- Does not require chain of command intervention
- May be resolved by the individual or with assistance from others
- Confidentiality is possible but not guaranteed
- Not subject to timelines
- Most appropriate for minor infractions

Formal Complaints

- Must be submitted in writing within 60 days of the alleged offense (DA Form 7279-R)
- Requires chain of command intervention
- Specific timelines for processing
- Must follow a formal process

Alternative Agencies

- Chain of Command
- Inspector General
- Housing Referral Office
- Judge Advocate General
- Military Police or Criminal Investigator
- Chaplain
- Medical Agency

Formal Complaint Process

Implications for the Complainant

- **Reprisal**
  - Threatening
  - Intimidation
  - Harassment

- **False Allegations**
  - UCMJ Action

Implications for the Accused

- Administrative Actions
- Mandatory Counseling
- Additional training
- Denial of certain privileges
- Rehabilitative transfer
- Letter of admonishment
- Relief for cause
- Adverse performance evaluation
- Bar to reenlistment
- Separation

Legal Action

- Criminal prosecution may result if:
  - Behavior is not corrected through administrative action
  - Behavior violates the Uniform Code of Military Justice

Conclusion

Equal Opportunity is everyone's business and it is up to ***you and I*** to hold everyone to the standards set by the Army and the GPRMC.

Dedication, Warrior Service!